

DELAWARE INSTITUTE OF DENTAL EDUCATION & RESEARCH (DIDER) DELAWARE INSTITUTE OF MEDICAL EDUCATION & RESEARCH (DIMER) QUARTERLY BOARD MEETING - COLLABORATIVE

Wednesday, September 4, 2019

University of Delaware, STAR Campus Health Sciences Complex 540 S. College Avenue - Room 113 Newark, DE 19713

Meeting Attendance

DIMER Board Members Attending:

- Sherman Townsend (Chair)
- Michael Alexander, MD
- David Barlow, PhD
- Katherine Collison, MSM
- John Glenn, MD
- Jacqueline Washington (for Marsha T. Horton)
- Vincent Lobo, Jr., DO
- Kathleen Matt, PhD
- Lisa Maxwell, MD
- Robert Monteleone, MD
- Wayne Smith

DIDER Board Members Attending:

- Louis Rafetto, DMD (Chair)
- Theodore Becker, Mayor
- Lisa Goss, RDH, BS
- Howard Zucker, DDS

Board Members Absent:

DIMER

- Neil Jasani, MD, MBA
- Carl Turner, MD

DIDER

- Bruce Matthews, DDS
- Nicholas Conte, DMD, MBA
- Brian McAllister, DDS
- Wanda Gardiner-Smith, DDS
- Ray Rafetto, DMD



School Liaisons Attending:

- Deborah Bevenger, Chief Admissions Officer
 Philadelphia College of Osteopathic Medicine
- David Paskin, Vice Dean for Graduate Medical Education & Affiliations Thomas Jefferson, Sidney Kimmel Medical College

Delaware Health Care Commission Facilitators:

- Elisabeth Scheneman, Executive Director
- Eschalla Clarke, Social Services Senior Administrator

Guests:

- Dominique Cross, Bayhealth Medical Center
- Dr. Thomas Ferry, Star-Med, LLC.
- Pamela Gardner, Delaware Health Science Alliance
- Tim Gibbs, Delaware Academy of Medicine / Delaware Public Health Association
- Ayanna Harris, Delaware Health Care Commission
- Dr. Omar Khan, Delaware Health Science Alliance (DHSA)
- Elizabeth L. Zubaca, Hamilton Goodman Partners
- Matt McNeill, Delaware Academy of Medicine / Delaware Public Health Association
- Dr. Kate Smith, Delaware Academy of Medicine / Delaware Public Health Association
- Dr. Brintha Vasagar, Bayhealth Medical Center



Meeting Minutes

CALL TO ORDER

DIMER Chair, Sherman Townsend, called the meeting to order at approximately 4:02PM.

DIDER/DIMER MEETING COLLABORATIVE OVERVIEW

Dr. Louis Rafetto presented an overview of DIDER's progress over the past year – highlighting the Dental Health Summit held on July 10, 2019.

APPROVAL OF DIMER MEETING MINUTES - BOARD VOTE

Delaware Institute of Medical Education and Research (DIMER) board unanimously approved the April 17, 2019 meeting minutes.

APPROVAL OF DIDER MEETING MINUTES - NO VOTE

Delaware Institute of Dental Education and Research (DIDER) board did not approve the June 10, 2019 meeting minutes. There was no quorum for this meeting.

PCOM, SKMC, & TEMPLE UNIVERSITY REPORT ON ENTERING (freshman) CLASSES - CLASS OF 2023

• **Temple University** – Dr. Louis Rafetto
This past July Christiana Care Health Systems enrolled new residents in the maxillofacial surgery program. Eight residents are enrolled in the four year program.

Temple University has accepted the average number of students with an average GPA of 3.6 and DAPT scores of 21. The annual Temple University report was reviewed with the board.

Last year DIMER had the largest participation of first-year students, 39 were enrolled between the two schools (PCOM and SKMC). Contractual obligations required only 25 seats to be reserved. This year 38 first-year students are enrolled at the schools. The approved State budget that became effective on July 1, 2019 for State Fiscal Year 2020, allocated funding for an additional 5 seats at PCOM. Bringing the total number of seats reserved at PCOM to 10 per year. This is the first increase since the PCOM-DIMER relationship started in 2000.



Philadelphia College of Osteopathic Medicine (PCOM) – Deborah Benvenger
 Appendix 1 – PCOM Delaware Resident Summary

Over 10,000 applications were received in the 2019-2020 academic year; 57 of those applications were from Delawareans; 37 were invited for interviews; and 28 were accepted through the rolling enrollment process.

PCOM welcomed 18 new DIMER students in the first year class; 12 were from New Castle County, 2 Kent County, and 4 Sussex County. Of the students enrolled their ages ranged from 21 to 28.

Ethnicity of the students enrolled is based on self-identification;

- 1 Asian (Oriental and/or Indian)
- o 4 Multiple Races
- o 3 Black (African American)
- o 10 White (Caucasian)

See Appendix 1 - PCOM Delaware Resident Summary for a 10 year snapshot of the Doctor of Osteopathic Medicine (DO) Program.

Sidney Kimmel Medical Center (SKMC) – Dr. David Paskin

A total of 20 students are newly matriculated at SKMC. Additional statistics can be provided at a later date.

SKMC recently met with PCOM President, Jay Fieldstine to discuss mutual interests in the Philadelphia (PA) area, especially with the closure of Hahnemann Hospital and Drexel expending classes beyond its means. Efforts will be coordinated in the Abington area where there are a mix of Drexel, Temple, PCOM, and SKMC students in different curriculums with varying schedules. The objective is to consolidate the rotation schedule; PCOM will start in April instead of the traditional July start date.

Hahnemann closure brought a lot of the CEO/DIO from surrounding institutions together to step up to the plate. Christiana Care Health Systems was also included in the discussions. A significant amount of students that were displaced through the closure are staying in PA. At final count all of the orphaned student were placed in a program somewhere.



The Centers for Medicare and Medicaid Services (CMS) filed a claim in Bankruptcy Court on September 4, 2019 to block academic institutions in PA from selling spots outside of the State. Patients/Doctors are all in PA, therefore the residency programs should remain in PA as well.

Saint Christopher's Hospital for Children is critical to Drexel, Temple, PCOM, and Einstein; which all have academic programs at the facility. It would be a disaster to see it go, since it is located in a high-need area. Efforts are underway to save the hospital in a joint venture.

There are talks to expend fellowships in critical care specialties with Christiana Care Health Systems.

Board member, Dr. Lisa Maxwell - this is the first year that five (5) Delaware residents participated on the admissions committee at Thomas Jefferson University - SKMC, and specifically requested to participate on the DIMER selection committee. The 5 members were divided among the total DIMER applicants. Delaware representatives got the opportunity to interview all of the accepted students and to promote DIMER earlier in the enrollment process. Delaware Health Sciences Alliance (DHSA) will now follow up with welcome letters to all students.

Christiana Care Health Systems (CCHS) accepted seven (7) of the residents during the Hahnemann closure. Most of the students wanted to stay in Philadelphia for housing and licensing reasons. More than half of those that accepted had a Delaware connection; 2 were born at CCHS, 1 was a Branch Campus Student that wanted to match but did not.

DIMER Chair, Sherman Townsend, received one panic call, as a result of the Hahnemann situation, from a DIMER student that was in his final year of surgical residency. Luckily, he was offered a residency match in Philadelphia. It is a requirement to have the last two years of residency at the same location.

DELAWARE HEALTH SCIENCE ALLIANCE (DHSA) PARTNERSHIP – *Dr. Omar Khan*Appendix 2 – *DHSA Support Services for DIMER* (due to technical difficulties, slides were not shown during the meeting)

Though logical, welcome letters were not always sent to DIMER students. DHSA has taken some
of the administrative burden from Delaware Health Care Commission, and for the second year
will send out the letters to all DIMER students. September is the perfect time to connect with
newly matriculated students.



Key messages included in the letters are:

- o Process for DIMER applicants
- Upcoming Events dinners for respective schools

Upcoming County outreach events for DIMER:

- Saturday, September 15, 2019
 Wilmington Friends School (inspired by DIMER events, but not sponsored by DIMER)
 167 students already registered
 New Castle County
 DIMER board members participating Dr. David Barlow
- Sunday, September 28, 2019
 Delaware State University
 225 students already registered
 Kent County
 DIMER board members participating Sherman Townsend & Dr. David Barlow
- Health Care Workforce getting professionals back into Delaware

 DIMER is an amazing program to filter highly qualified professionals.

DIMER is an amazing program to filter highly qualified professionals into Delaware. The reentry pathway (Pre Medical Education – Medical School – Branch Campus – Workforce) is not as robust as it could be in Delaware. Delaware Day was a success on July 13, 2019. Approximately 25 students registered to attend this event, and none of the attendees walked out empty-handed. For the first time, all of Delaware health systems were in the same room recruiting practitioners. Great candidates were recruited for faculty and residency positions at Bayhealth. Special thanks to board member, Wayne Smith, for facilitating the conversations with Delaware's major hospital Chief Executive Officers; Bayhealth, St. Francis, Christiana, Nemours, Nanticoke, and Beebe.

Next year's event will be hosted in New Castle County. The goal is to work with Dr. Brian Lavene, and board members Dr. Lisa Maxwell and Dr. Neil Jasani, to host the event during residency orientation at the Christiana Care Health Systems Branch Campus. Ensuring a terrific audience of graduates and non-graduates. Registration numbers are expected to triple for this event.

The Apollo high school program launched by Delaware Youth Leadership Network, asked Delaware Medical Education Foundation administered by the Medical Society of Delaware, to fund a curriculum and a website allowing high school students to connect with physicians in New Castle County for shadowing opportunities. Contingent on receiving an award, the program was asked to expand throughout the southern regions of Delaware as well. DHSA and the



Medical Society of Delaware will connect offline to explore opportunities for collaboration on upcoming outreach events.

DIMER / DIDER FUTURE COLLABORATIONS

- DIDER wants to learn best practices from DIMER on how to interact with students and recruit practitioners to Delaware
- Both boards must think through best recruiting tools that can be utilized in conjunction with State Loan Repayment Program
- DIDER/DIMER collaborative meeting may be scheduled during a different season next year because September is a busy time for DIMER

OTHER BUSINESS

 Bayhealth was recently awarded a \$750,000 grant from the US Department of Health and Human Services, Health Resources and Services Administration for implementing a rural residency program.

Dr. Brintha Vasagar and Dominique Cross - a third year PCOM student doing rotations at Bayhealth, provided an update on the residency program. Medical students are a part of the overall strategic vision for growing graduate medical education down in the southern half of Delaware.

The first application for the medical residency program in family medicine will be submitted this week. Internal medicine and family practice are scheduled to start in July of 2021. Emergency room and general surgery will follow in 2022. The transitional year is planned for 2023. Bayhealth will host eight residents each year in the brand new, state-of-the-art, hospital being built in Dover. At full capacity, Bayhealth projects adding 30,000 new visits to the community.

Christiana Care Health Systems Branch Campus – Dr. Lisa Maxwell
 For 15 years Christiana Care Health Systems (CCHS) has served as the Southern Branch Campus for Thomas Jefferson University, Sidney Kimmel Medical College (SKMC) and 2 years for Philadelphia College of Osteopathic Medicine (PCOM). Of the 41 students currently on campus, 11 are 3rd year PCOM students, 11 are 4th year PCOM students, and the others are from SKMC.



On May 1, 2019 CCHS celebrated the students and the success of the campus with a reception for stakeholders and students.

Presented a Branch Campus update to Delaware Health Care Commission in July 2019.

Budget Discussions – BOARD VOTE

Sherman Townsend announced that DIMER is celebrating 50 years of existence. Over 1000 students have been educated through Sidney Kimmel Medical College and another 200 or so through Philadelphia College of Osteopathic Medicine.

A proposal to increase existing DIMER budgets by \$769,800 was presented. The board unanimously voted in favor of the proposal below;

DIMER Funding Allocations

Allocation	FY 2020	FY 2021 (Proposed)
Sidney Kimmel Medical College	\$1M	\$1M
Philadelphia College of Osteopathic Medicine	\$500K	Increase \$250K (total \$750K)
Christiana Care Health Systems	\$200K	Increase \$100K (total \$300k)
Tuition Assistance	\$280,200	Increase \$320K (total \$600K)
Loan Repayment	\$198,400	\$198,400
Bayhealth GME Residency Program		\$100K
Total	\$2,178,600	\$2,948,400 (increase \$769,800)

FY 2021 Ranked Priorities proposed by DIMER Chair (not yet approved by DIMER board)

- 1. Add \$100,000 for Bayhealth Graduate Medical Education Residency program
- Continue to increase funding for PCOM to eventually reach level funding with SKMC for 2021, increase \$250,000 (15 slots)
- 3. Increase funding to Christiana Care Health System by \$100,000
- 4. Increase Tuition Assistance by \$320,000 (\$5K a student for 120 students)

The need for this request developed from an informal survey at last year's SKMC-DIMER dinner at La Buca Restaurant. The Chair sat at a table with nine student and asked which of them had an interest in Primary Care, no one responded. Pushing forward, the Chair asked if they can pay off \$200,000 in financial loans for practicing in Primary Care / OBGYN / Pediatric / Mental Health, how may would be interested? Four hands (44%) shot up. It is evident that recruitment is all about the money, and Delaware has the opportunity to alter behavior with the right incentives.

DIMER needs to take on a new role to educate hiring institutions about salary, sign-on bonus, incentives, etc. Salary must be competitive, and incentives must be available for the students in the fields.



House Health Care Provider Loan Repayment Program – Wayne Smith University of Delaware conducted a study last year about shortages in Delaware and national data released recently show that students matching to primary care disciplines are at an all-time low, with Delaware as the seventh lowest in the nation. It is a money issue.

The existing Federal loan repayment program has many shortfalls and strings attached in terms of who can apply. As a result, legislators and stakeholders started talking about a year ago, to develop an alternative to the Federal program and make Delaware more attractive to students. Supported by Senator Bryan Townsend and Representative David Bentz, House Bill 257 was introduced to legislation in June. Representative Bentz is in full support of a tri-partied sharing between the State, insurers and hospitals to produce needed funds. The Governor has indicated interest in this approach.

Stipulations

- o \$1M available by the State
- Seeking match from Insurers and/or hospitals
- Available to private practices
- Maximum award of \$50,000 per year for a minimum of 4 years
- o Must be in an area of need
- Cannot offer concierge medicine
- Must accept Medicare/Medicaid
- Participate in the Voluntary Initiative Program VIP through the Medical Society of Delaware

A coalition is assembled to promote this program;

- o Delaware Health Care Commission
- o Delaware Institute of Dental / Medical Education and Research (DIDER/DIMER)
- Delaware Academy of Medicine
- Federally Qualified Health Centers (FQHC)
- Medical Society of Delaware
- o State Department Coalition

Sherman Townsend proposed including Delaware Institute of Dental Education and Research (DIDER) in the legislation verbiage.

Louis Rafetto petitioned for inclusion of practice start-up and/or equipment costs.



 Delaware education and workforce pipeline – Dr. Lisa Maxwell Appendix 3 – DIMER Retention Strategies

Sherman Townsend galvanized the DIMER board to take the lead on shaping human behavior for an innovative approach to practitioner education, recruitment, and retention. Examine when is the best time to inject the State Loan Repayment Program into students lives and offer incentive to practice in Delaware.

Dr. Lisa Maxwell opened with a disclaimer that this is not a fully formed proposal. The slides were compiled a few years ago to spark discussions about enhancing the effectiveness of DIMER. Therefore, the numbers and data may be outdated.

Slides 6 and 7 represents the effectiveness of DIMER in mathematical proportions. Establish a

Potential Strategies:

- o Deliberately link DIMER and clinical campuses in Delaware and Philadelphia
 - ✓ Connect DIMER and Delaware Branch Campus at Christiana Care Health System
 - ✓ Establish a Delaware Medical School Program with affiliated schools and market as a package deal to Delaware students – offer tuition assistance, discounts, or scholarships if they return to Delaware after graduation
 - Delaware option/pipeline offered to DIMER students
 - Traditional Path participate in the larger application pool if students opt out of the DIMER program
 - ✓ Students enrolled at DIMER affiliated schools understand early in the process that returning to Delaware is mandatory, upon admission they are assigned a Delaware-based mentor, some course work and/or clinical is available in Delaware, and
- o Loan Repayment opportunities linked to Graduate Medical Education (GME)
 - ✓ Sustainable & Reliable program must have secured funding
 - ✓ Link to GME link job and training together; provide loan repayment opportunities during residency programs; studies show that students make life altering decisions during residency



- ✓ Economic Development retention is tied to quality of life and salary; what is it that Delaware offers practitioners?
- ✓ Customer conduct focus groups with Branch Campus students for feedback on improving recruitment and retention

Sherman Townsend is in favor of talking to the students and getting their input on enhancing the programs.

Dr. Louis Rafetto supported surveys and focus groups to understand the mindset of new practitioners.

Dr. Omar Khan attested that DHSA loves the idea of connecting with students and confirmed that DHSA has the space, videography equipment, and resources to accommodate a focus group study. A proposal will be presented at the next DIMER board meeting.

Dr. David Paskin presented reservations about asking students to commit to Delaware at an early point in their education and/or professional careers. Practitioner shortages is not a unique problem to Delaware. He recommended making a quality product and sell the State; practitioners will come.

Dr. Tom Ferry referencing slide 12 of the DIMER Retention Strategies presentation (Appendix 3) – the traditional track of enrollment to medical school should not be overlooked. An overview of the WWAMI agreement and the 2012 study conducted on behalf of Delaware Health Care Commission was provided. The decision to practice in a specific location is not about the money, it is about the types of structure that exists in the States that pulls students back. A study from the State University of New York in Albany, Center for Workforce Studies showed that the number one factor for students choosing a State for Residency is proximity to family and where they grew up; 2017, 2015, 2011. Make Delaware attractive for families and examine what other rural States are doing.

• DIMER Annual Report

Delaware Health Care Commission has agreed to publish a DIMER annual report for the upcoming legislative session. This is the 50th anniversary of DIMER. The goal is to have a directory of every DIMER student in the back of the report. Conversations with several legal representatives confirmed that DIMER is a State funded program and there is no privacy violations in publishing the list of names.



Round Table

Dr. Robert Monteleone shared that St. Francis takes 25 students for family medicine rotations each year and very few of them stay. Approximately 15-20% of the residents stay. There is some benefit to linking the incentives such as the State Loan Repayment Program to GME.

Dr. Omar Khan introduced the Delaware Health Sciences Alliances and Delaware Academy of Medicine team.

Dr. Tom Ferry added a few comments to the importance of DIDER and DIMER. Of the 151 medical schools listed by the AAMC 120 have more in-State students than out of State students. Of the 65 dental schools, 35 are required to give preference to in-State residence. These numbers proved that students will not come back if they cannot get out. Build a formal program on the foundations of DIDER and DIMER.

Upcoming Events

DIMER board members are encouraged to attend as many events as possible

- October 2019
 Temple University Maurice H. Kornberg School of Dentistry
 1st 4th Year Students
- December 2, 2019
 Sidney Kimmel Medical College
 Eakins Lounge, Jefferson Alumni Hall
 1st 2nd Year Students
- December 11, 2019
 Philadelphia College of Osteopathic Medicine
 Hilton Hotel City Avenue
 1st 2nd Year Students
 This is an annual dinner for enrolled DIMER participants. This year's event will include last year's DIMER graduates. Formal invitations are in the process of being printed. The DIMER board is invited. More information to follow in the future.
- January 13, 2020
 Sidney Kimmel Medical College
 La Buca Restaurant
 3rd / 4th Year Students



ADJOURN

Meeting adjourned at 6:02PM. The next board meeting for DIMER and DIDER will be held as follows;

Next DIMER Meeting

Date: Wednesday, November 13, 2019,

Time: 4:00PM - 6:00PM

Location: University of Delaware – Star Tower, 100 Discovery Boulevard – 4th Fl., Newark, DE 19713

Next DIDER Meeting

Date: Wednesday, October 9, 2019

Time: 3:00PM - 5:00PM

Location: Herman Holloway Campus, 1901 N. DuPont Highway – Room 198, New Castle, DE 19720

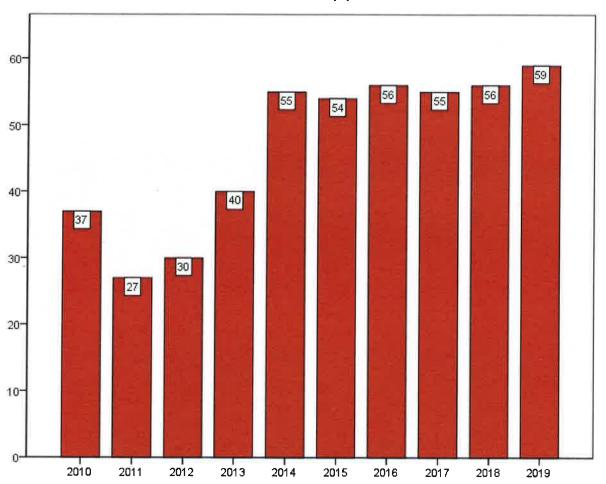


Appendix 1PCOM Delaware Resident Summary

Philadelphia College of Osteopathic Medicine Doctor of Osteopathic Medicine Program

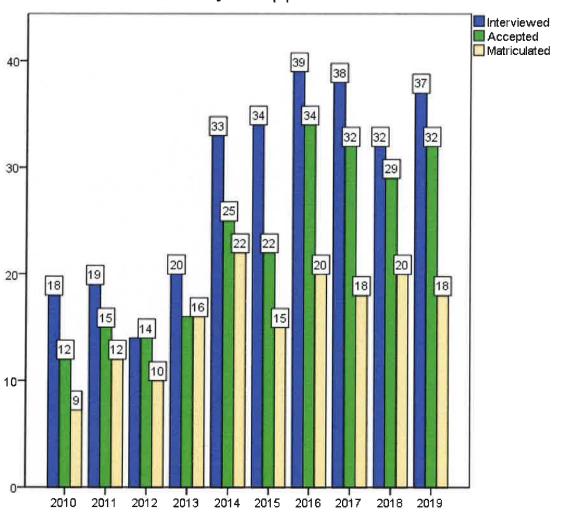
Delaware Resident Summary

AACOMAS Applications*



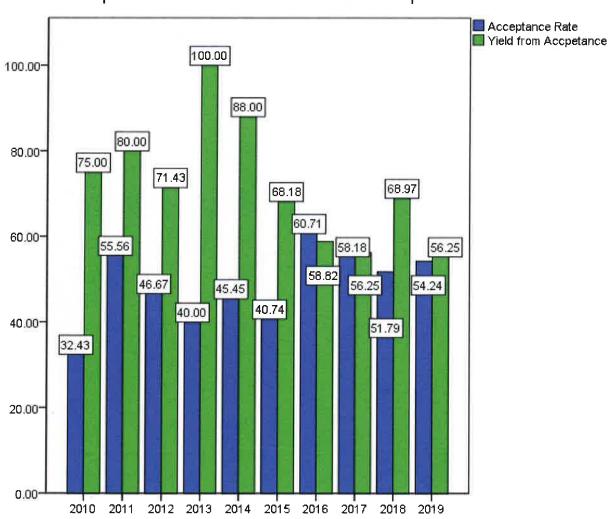
* The total number of applications listed may not match the count reported by AACOM as PCOM Admissions does not download incomplete and/or unverified applications from the AACOMAS platform to Banner.

Summary of Applicant Pools*

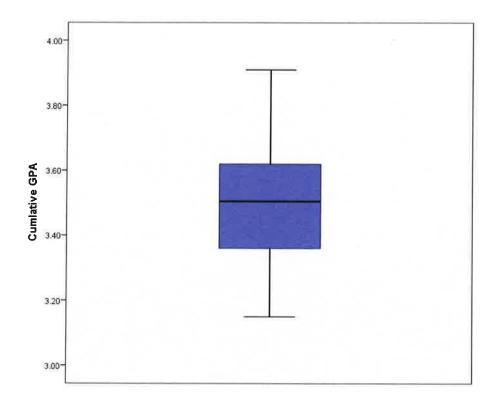


- * There was only ONE supplemental form for candidates to complete (as opposed to one for each campus as in the past). It was then automatically copied to any DO application on file. Therefore, the total number of supplemental applications for 2019 are inflated.
- * A completed application for 2019 consisted of:
- Supplemental Application
- PCOM Application Fee of \$75
- Required Letters of Recommendation
- Official MCAT scores

Acceptance Rates & Yields from Acceptance



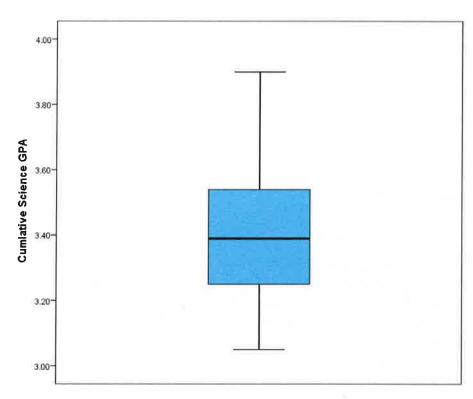
Total Undergraduate Cumulative GPA Class of 2023



Interquartile Range and Median

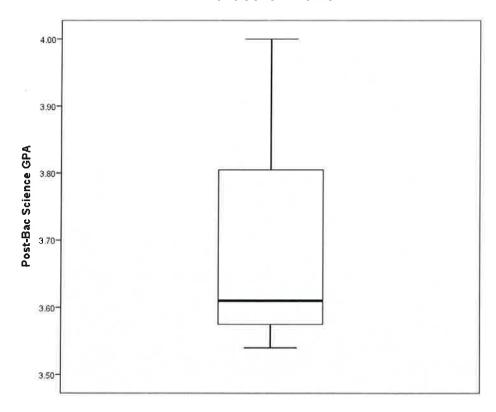
25th	3.36
Median	3.51
75th	3.63

Total Undergraduate Cumulative Science GPA Class of 2023



25th	3.25
Median	3.39
75th	3.55

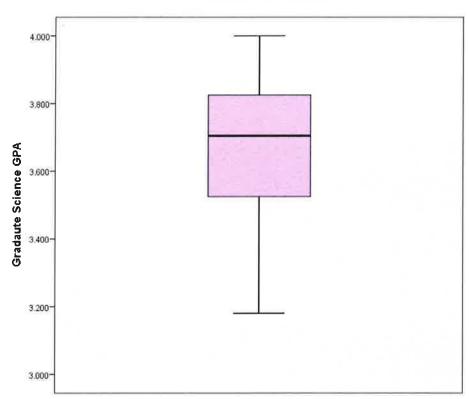
Post-Baccalaureate Science GPA Class of 2023



Interquartile Range and Median 25th

Median

Graduate Science GPA Class of 2023



Interquartile Range and Median

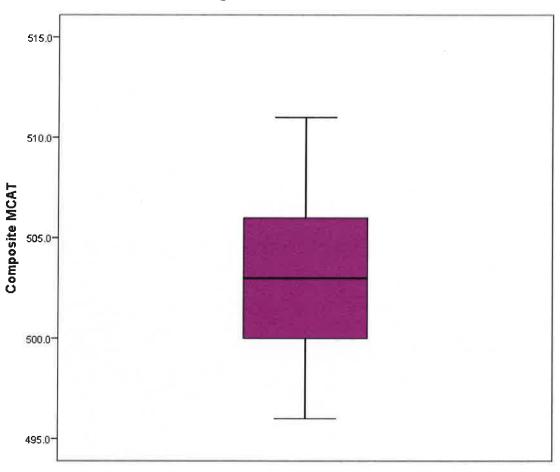
۱	25th	3.56
	Median	3.72
	75th	3.85

3.54

3.61

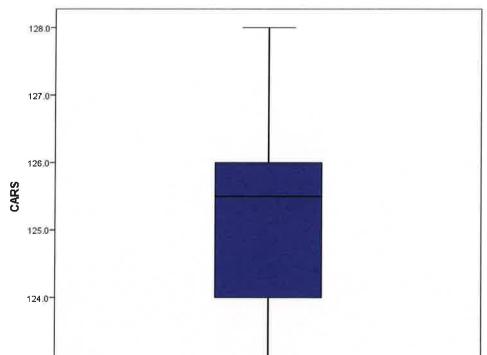
75th

Average Total MCAT ²⁰¹⁵ Score

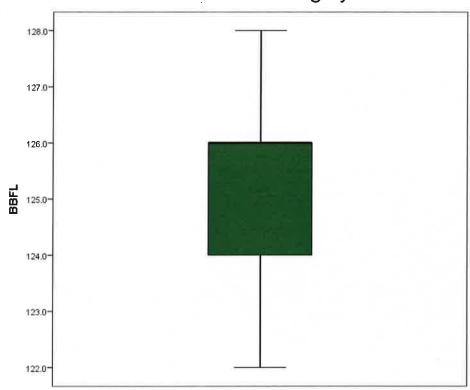


25th	500
Median	503
75th	506

Critical Analysis and Reasoning Skills



Biological and Biochemical Foundations of Living Systems



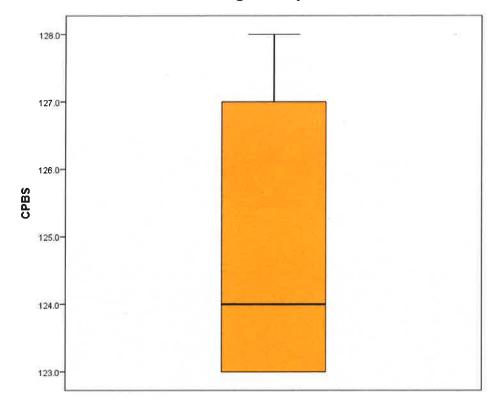
Interquartile Range and Median

123.0-

25th	124.0
Median	125.5
75th	126.3

25th	124.0
Median	126.0
75th	126.3

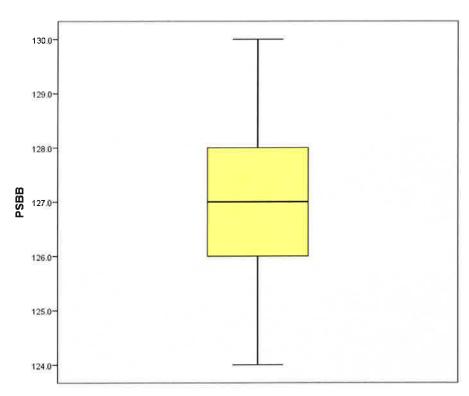
Chemical & Physical Foundations of Biological Systems



Interquartile Range and Median

25th	123.0
Median	124.0
75th	127.0

Psychological, Social and Biological Foundations of Behavior



25th	126.0
Median	127.0
75th	128.0

Undergraduate Degree Colleges

Drexel University
Elon College
La Salle University
Rensselaer Polytechnic Institute
Sargent College
University of Delaware (12)
Wesley College

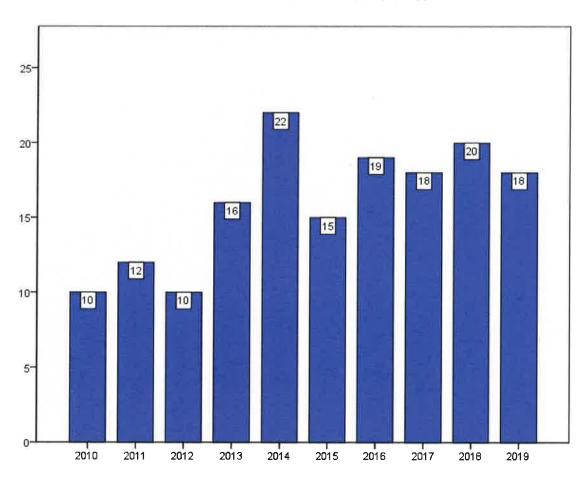
Undergraduate Academic Majors

Behavioral Science
Biochemistry
Biological Sciences; Neuroscience
Biology (5)
Cognitive Behavior Therapy
Exercise Science (2)
Health Science
Medicine
Neuroscience (2)
Nursing
Nutrition
Public Health

Graduate Degree Colleges

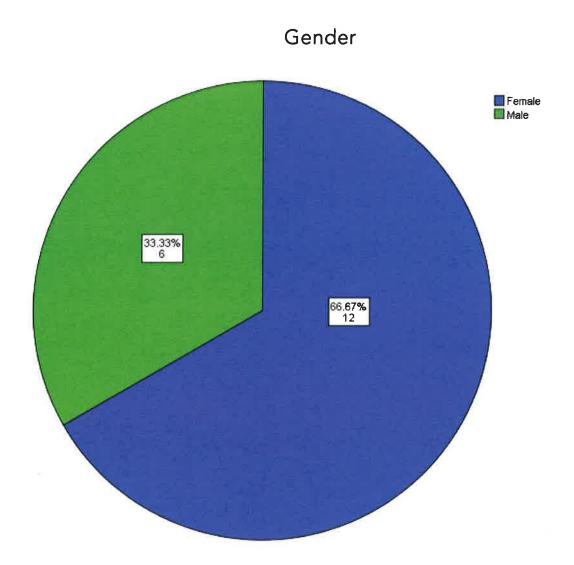
Barry University - MS
Drexel University - MS
Geisinger Commonwealth Medical College - MS
George Washington University - MPH
Philadelphia College of Osteopathic Medicine - MS
University of Delaware - MS
University of Florida - MS

Delaware Residents



Delaware Counties

DE-Kent (2) DE-New Castle (12) DE-Sussex (4)



Average Age = 22 - 28 Age Range = 24 PCOM Legacies = 2

Multiple Races Defined

American Indian/Alaskan Native; Black or African-American; White Asian; Filipino; White

RED = Underrepresented in Medicine Ethnicity Asian Black (Non-Hispanic) Multiple Races White (Non-Hispanic) 11.11% 2 16.67**%** 3 61.11**%** 11 11.11% 2



Appendix 2

DHSA Support Services Update for DIMER





Omar Khan, MD MHS FAAFP President & CEO, Delaware Health Sciences Alliance Pamela Gardner, Program Manager, Delaware Health Sciences Alliance

www.dhsa.org











Updates: September 2019











Inreach:

- Letters
- Brochure completed
- Website for SLRP (in collaboration with DE Academy of Medicine)
- Outreach: increasing DIMER interest from <u>all</u> counties
 - Kent outreach: Plan for September 2019
 - New Castle outreach: September 2019
 - Sussex: looking for dates for Fall if possible
- Improving rate of return for workforce
 - Delaware Day





DIMER Student Outreach

Welcome Letters

- Letters are being sent to all DIMER Students
 - Year 1 Letters will congratulate students on their acceptance
 - Year 2-4 Letters will wish continued success as a new year begins

Winter DIMER Student Receptions

- PCOM
 - Wednesday, December 11, 2019
- SKMC
 - Monday, December 2, 2019
 - Monday, January 13, 2020











DIMER Awareness

New Castle County Outreach Event

- Sunday, September 15th
 - 1:00 3:00pm
- 180 registered to attend
- Discussion Panel

David Barlow, Ph.D., University of Delaware, DIMER Board of Directors

Deborah Benvenger, PCOM Chief Admissions Officer

Tim Gibbs, Delaware Academy of Medicine / Delaware Public Health Association

Omar Khan, M.D., MHS, Delaware Health Sciences Alliance

Jennifer McClure, NP, Christiana Care Health System

Frank Mayer, PCOM Medical Student

Ashley Panichelli, M.D., Christiana Care Health System

David Paskin, M.D., SKMC Vice Dean Graduate Medical Education & Affiliates-invited











DIMER Awareness

Kent County Outreach Event

- Saturday, September 28th
 - Delaware State University from 9:00 11:00am
- Currently 260 registered to attend
- Discussion Panel

David Barlow, Ph.D., University of Delaware, DIMER Board of Directors

William Justice, Former DSU Student, Current Drexel University Medical Student

Omar Khan, M.D., MHS, Delaware Health Sciences Alliance

Marshala Lee, M.D., MPH, Christiana Care Health System

David Paskin, M.D., SKMC Vice Dean Graduate Medical Education & Affiliates - invited

Cindy Siu, M.D., Physician, Former DIMER Student

Sherman Townsend, DIMER Board Chair

Marsha Williams, MSEd, PCOM Associate Director of Admissions











DIMER Awareness

Sussex County High School Outreach Event

Date and Details to be announced











Workforce:

- 2019 Delaware Day
 - Saturday, July 13th
 - Dover DTCC Conference Center
 - Invited those in residency in Delaware + DIMER &DE Branch Campus students
 - Recruiting Representatives in attendance: BayHealth, Beebe, CCHS, Nemours, St. Francis
 - With thanks to Wayne Smith & DHA
- 2020 Delaware Day
 - Date tba
 - Christiana Care John H. Ammon Medical Education Center
 - Align with New Resident Orientation







Instagram: delawarehealthsciencesalliance

Twitter: @DHSAhealth Facebook: @delawarehsa

LinkedIn: dhsa (https://www.linkedin.com/company/dhsa)

Web: www.dhsa.org

Email: okhan@dhsa.org



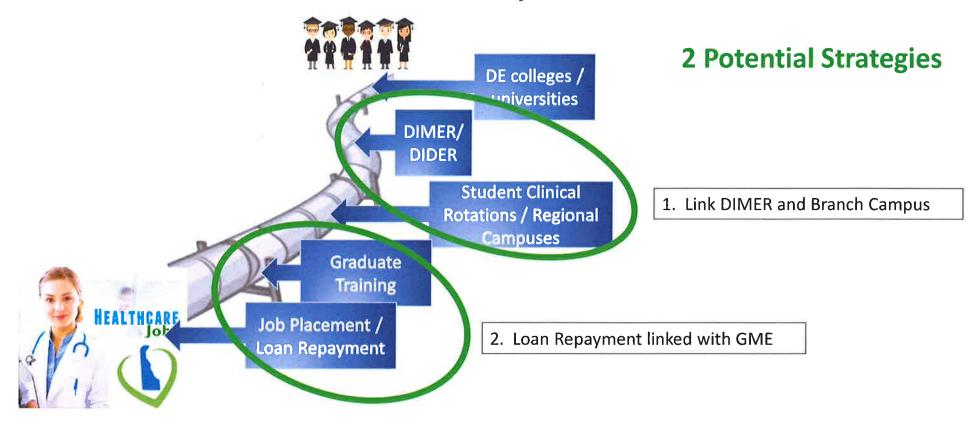
Appendix 3 *DIMER Retention Strategies*

DIMER Retention Strategies

Lisa Maxwell MD, MHCDS

9/4/19

Healthcare Workforce Pipeline in DE



1. Link DIMER and Branch Campus

Current Resources for DE residents pursuing medical school



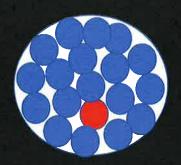


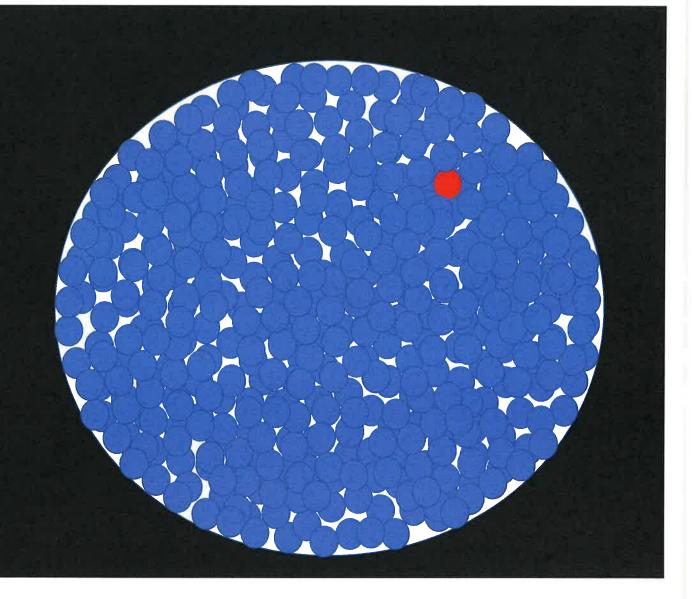
DIMER = Competitive Advantage + scholarship \$

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$1M SKMC (reserves 20 spots)
$250K PCOM (reserves 5+ spots)
$250K scholarship
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Competitive Advantage

DE applications are in a much smaller pool





A More
Accurate
Representation
of the scale of
the advantage

Which pool would you want your application in?

DE Branch Campus = Clinical campus for 3rd and 4th year of medical school

7 years of experience
Over 100 students
50% DE residents
40% DIMER (30% of all DIMER at SKMC)
Very high satisfaction

Both are independent programs

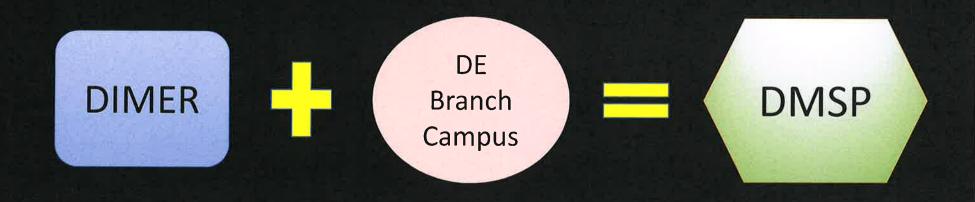
Participation in one is not connected to participation in the other





Potential Option:

Delaware Medical School Program (DMSP)



The Delaware Medical School Program

Open to DE residents pursuing medical school

Acceptance into the DE Medical School Program gives students:

- Competitive Advantage for admission to SKMC and PCOM
- Scholarship money and /or state tuition discount

If accepted into one of the medical schools, students will:

- Enroll in DE Branch Campus upon admission to school and do all 3rd and 4th year required rotations in DE
- Be paired with a DE physician mentor
- Do all clinical experiences in first 2 years in DE, including Physical Diagnosis
- Be given opportunities to fulfill preclinical scholarly work and projects in DE
- Received enhanced training in population health, health coaching, Q&S, data analytics, etc

DE residents pursuing medical school would have 2 distinct options...

Delaware Option

Apply to DE Medical School Program

Initial screen by partner school

• Interview with DE Admissions
Committee

Admission

Application

 Offer of Acceptance to "DE Medical School Program @ SKMC / PCOM"

Traditional Path

Application

 Apply to any school including SKMC and PCOM through regular process (no specific DE pool)

Interview

 Interview with traditional school Admissions Committee

Admission

Offer of Acceptance to school with no DE obligation

2. Thoughts on Loan Repayment

Key Components to Loan Repayment / Retention





Sustainable & Reliable Linked to GME

Not contingent on a year to year budgetary process

Many residents
practice where
they train.
Offer loan
repayment and job
security during
these critical years



Economic

Loanevelonment not a viable strategy without economic development in the state. Lifestyle preferences and non-healthcare job opportunities are essential for retention.



Voice of "Customer"

Need to get the voice of students and residents to understand current-day drivers / motivators BEFORE any policy created

Delaware envisions the creation of a pipeline of aligned training experiences, service obligations, financial incentives, and economic opportunities to assure the highest quality health care workforce.